



Chief Executive Officer

June 2025

About Village Enterprise

Village Enterprise is ending extreme poverty in rural Africa through entrepreneurship, innovation, and collective action. Founded in 1987, Village Enterprise equips vulnerable women, refugees, and youth with the skills and resources to start climate-smart businesses, build savings, and put themselves and their families onto a sustainable path out of extreme poverty.

Community-based and locally-led, its cost-effective poverty graduation model has been proven to significantly reduce extreme poverty in two independent randomized controlled trials (RCTs). Village Enterprise is also the only international nonprofit with a perfect score from Charity Navigator. The organization is focused on scaling its work and forging strategic partnerships with governments, nonprofits, and private sector entities to reach their ambitious goal of lifting 20 million people out of extreme poverty by 2030.

Village Enterprise's program is proven to increase consumption, assets, income, savings, net wealth, nutrition, and food security for the vulnerable populations they serve. Their most recent RCT found their model to have a 534% cost-benefit ratio, meaning that for every \$1 invested in Village Enterprise, their entrepreneurs create \$5.34 of income. On top of this life-changing impact, Village Enterprise has led the way in pioneering successful results-based funding models such as the Village Enterprise Development Impact Bond (DIB), the first-ever DIB for poverty alleviation in Africa. Their innovative DREAMS model—which is transforming the lives of refugees in Ethiopia, Tanzania, and Uganda—is the recipient of a Fast Company World Changing Ideas Award and the Larsen Lam ICONIQ Impact Award for Refugees managed by Lever for Change.

In a world grappling with escalating conflicts, economic challenges, and the pressing threats of climate change, Village Enterprise stands at the forefront of humanitarian work to alleviate extreme poverty. With a strong presence in four East African countries (Ethiopia, Kenya, Rwanda, and Uganda), partnerships in three additional countries, and an annual budget of \$20 million, the organization is committed to ending extreme poverty in rural Africa through their evidence-based approach. Driven by their core values of ubuntu, passion, integrity, innovation, and sustainability, Village Enterprise serves as a catalyst for cost-effective, scalable solutions to extreme poverty that transform lives across rural Africa.



Village Enterprise is recruiting for the next Chief Executive Officer (CEO) to be based in East Africa. The hiring decision is in the hands of the Board of Directors supported by the Executive Leadership Team, with oversight of the organization's global strategy and operations.

The Role

Role:	Chief Executive Officer
Location:	Nairobi
Salary:	Approx \$200k p.a with a comprehensive and competitive benefits package

Summary of the Role

Village Enterprise is seeking a visionary yet grounded African CEO with deep experience in Africa to lead and scale its mission-driven international nonprofit organization dedicated to ending extreme poverty in rural Africa. The ideal candidate must combine a strong fundraising record with demonstrable expertise in strategic leadership and management, including oversight of more than 200 staff members. This role requires emotional intelligence, an entrepreneurial mindset, and the ability to navigate uncertainty and manage complexity, ensuring quality and sustainability at scale through the building and leading of inclusive, high-performing teams.

This CEO will serve as the global ambassador for Village Enterprise. The successful candidate will drive strategic growth by expanding partnerships and securing funding while leveraging deep grassroots development experience and evidence-based impact. With a blend of operational excellence, innovation, and donor stewardship, this CEO opportunity represents a bold chance for transformational leadership and dignified, community-driven solutions in the social sector.

Critical Values for the CEO

To lead Village Enterprise effectively, the CEO must embody the organization's core values:

- **Ubuntu:** A commitment to community-driven solutions that embodies humility and fosters compassion, collaboration, partnership and dignity.
- **Passion:** A deep dedication to alleviating poverty and empowering vulnerable populations.
- **Integrity:** Strong ethical, fair and inclusive leadership, ensuring transparency, equality and accountability in all operations.
- **Innovation:** A forward-thinking approach to program design and impact scaling.



- **Sustainability:** A focus on long-term, systemic change that guarantees lasting impact.

The Village Enterprise CEO role presents an extraordinary opportunity for an experienced social sector executive to champion dignified development, evidence-based impact, and transformative leadership in the fight against extreme poverty.

Key Responsibilities

Leadership & Culture

- **Be a bold and courageous, proximate leader** who is committed to impact and innovation.
- **Advance and preserve the Village Enterprise culture** of Ubuntu, trust, transparency, integrity, safeguarding, diversity, equity, and inclusion across the organization.
- **Create an environment of accountability** for highly effective communication, systems, and relationships to ensure every voice matters.
- **Mentor team members.**
- Ensure teams maintain healthy dynamics and **collaborate effectively.**

Strategy & Vision

- Collaborate with the Board of Directors and team members to develop institutional and programmatic **strategies aligning with Village Enterprise's mission.**
- **Utilize stakeholder input** to drive key priorities and initiatives.
- **Mobilize teams and resources** to meet priorities while remaining agile.
- Leverage cultural and global insights to ensure Village Enterprise's work **remains rooted in Africa and relevant globally.**

Fundraising & Development

- **Develop and execute comprehensive fundraising and development strategies** to secure the financial resources required for Village Enterprise's programs and strategic initiatives.
- **Identify and cultivate relationships** with potential donors, including foundations, corporate partners, and individual supporters, to diversify revenue streams.
- **Collaborate with the Executive Team** to ensure effective resource allocation and fundraising coordination.
- **Provide leadership in developing and maintaining a sustainable fundraising model** that aligns with Village Enterprise's mission and values.
- **Ensure compliance** with all relevant fundraising regulations and standards.
- **Explore and implement strategic partnerships** that enhance fundraising efforts.



Operations

- **Lead the ongoing development and management of a highly-skilled staff;** inspire a spirit of collaboration and cohesion across the entire organization; identify strategies to maintain high morale and facilitate unity around a common purpose and mission; create an atmosphere that rewards initiative and cross-organization collaboration for results; prioritize building a diverse and inclusive environment
- **Work with Chief Operating Officer and VP of People to advance sound human resources policies and procedures,** including clear staff functions, performance appraisal, and compensation reviews to boost Village Enterprise's competitiveness in attracting and retaining top talent
- **Work with Chief Impact Officer** to drive innovative and rigorous research agenda as well as results-based funding efforts.
- **Provide oversight to all financial and compliance-related aspects of the organization** including budgetary processes, audits, cash flow management, and financial analysis; regularly assess the organization's financial systems and controls, ensuring that sound and efficient financial structures are in place and that reporting systems are accurate
- **Inspire the team to achieve continuous improvement and innovation** in systems and programs that support operational efficiency, excellence and compliance

Influence and Voice

- **Develop and nurture internal and external relationships with key constituencies,** including all offices, regional and country teams, government officials, and the donor community.
- Maintain **personal relationships with key donors** to secure ongoing support and explore strategic partnerships beyond the current donor base.
- **Identify, build, and manage effective partnerships** to ensure Village Enterprise is engaged in relevant global forums.
- Intentionally nurture Village Enterprise's brand and reputation.

Governance

- **Board Engagement:** Serve as the staff liaison to the board and board committees
- **Strategy:** Present organizational strategy to the Village Enterprise board for approval
- **Budget:** Present an annual budget for approval to the Finance Committee and Board of Directors; and subsequent reporting of progress against the approved budget.
- **Communication:** Communicate effectively with the Village Enterprise board and provide in a timely and accurate manner all information necessary for the board to function properly and to make informed decisions.



Candidate Profile

Pivotal Experience & Expertise

- **Strategic Development and Implementation:** Has developed and successfully implemented strategies across an enterprise in Africa; progressive thinker willing to explore new ideas; has created a shared vision and motivated others across an organization.
- **Communication & External Presence:** Gravitas; strong external presence with a positive global reputation; ability to engage effectively at all levels of the organization and with key external stakeholders around the world; ability to embrace diverse perspectives.
- **Global Connectivity:** Global awareness; knowledge of the geopolitical environment; thought leader in the sector; internationally connected; ability to lead across various cultures and constituency groups both in Africa and abroad.
- **Operational & Crisis Management:** Experience building and managing teams in decentralized environments of similar size and scope to Village Enterprise; proven ability to build diverse and inclusive cultures across multiple offices; experience operating within a systems approach and an outcomes-based model; ability to inspire courageous leadership during times of crisis.
- **Fundraising:** Experience raising funds from both institutional and individual funders; ability to diversify revenue streams and identify creative fundraising strategies to reach new donors.
- **Financial and Legal Oversight:** Experience managing a budget, staff and programs of similar size and complexity to Village Enterprise with staff and operations in several states in the US and 5 countries in Africa.

Desired Competencies and Experiences

1. Transformational Leadership & Strategic Execution

- Proven ability to lead organizations through scaling, transformation, and change management.
- Skilled in designing and executing long-term, results-oriented strategies.
- Balances visionary leadership with operational discipline and crisis navigation.
- Leads with humility, empathy, and a commitment to shared accountability

2. Rooted Experience in Africa & Local Contexts

- Deep experience in Sub-Saharan Africa, especially rural regions.
- Demonstrated commitment to locally led development and sensitivity to cultural and community dynamics.
- Champions African leadership and locally grounded values.



3. Influence, Systems Thinking & Government Engagement

- Works effectively with and within government systems.
- Proven ability to influence policy and co-create solutions with public sector actors.
- Understands systems change strategies and collaborates across sectors to drive sustainable impact.

4. Fundraising, Financial Acumen & Operational Excellence

- Strong track record in mobilizing diverse funding: institutional, government, multilateral, philanthropic and other forms of fund raising.
- Demonstrated expertise in financial management, risk oversight, and performance systems.
- Leads cost-effective operations at scale and crafts compelling donor/funder/investor engagement strategies.

5. People, Culture & Global Team Leadership

- Builds inclusive, high-performing, and mission-driven teams across geographies.
- Fosters a collaborative, equitable culture and invests in staff development and cohesion.
- Comfortable working at both grassroots and global policy levels, maintaining international networks.

6. Innovation, Data & Impact Orientation

- Demonstrable expertise in evidence-based decision-making, experimentation, and tech-enabled models.
- Advocates for continuous learning and positions the organization as a thought leader in poverty graduation and social impact.

Key Stakeholders

The ideal candidate will have experience working with all of these internal and external stakeholders, ideally in a leadership capacity.

Internal Stakeholders:

- **Board of Directors:** The board plays a critical role in governance, oversight, and decision-making. They provide strategic guidance, set policies, and ensure the Village Enterprise mission is fulfilled.
- **Executive Leadership:** The executive leadership manages the day-to-day operations and provides for the overall leadership of the organization.



- **Staff:** Employees are vital internal stakeholders. They carry out Village Enterprise's programs and operations, and their commitment and dedication are essential to our success.

External Stakeholders:

- **Donors and Funders:** Village Enterprise relies on funding from a diverse set of donors and funders including individuals, foundations, corporations, and government agencies.
- **Our Entrepreneurs:** Village Enterprise exists to equip people living in extreme poverty in rural Africa to start sustainable businesses. A deep understanding of the challenges and the opportunities that rural entrepreneurs face in rural Africa is critical.
- **Government and Regulators:** Government is the primary stakeholder to scale our model throughout the continent. In addition, government agencies and regulators oversee Village Enterprise to ensure compliance with laws and regulations.
- **Nonprofit Partners:** Village Enterprise collaborates with many nonprofit partners to achieve our mission. These partners are essential for reaching our strategic goals, resource sharing, fundraising, and expanding impact.
- **Advocacy Groups and Allies:** Village Enterprise engages in advocacy work and works closely with several important allies and partners: InterAction, UnlockAid, World Bank Partnership for Economic Inclusion, Leadership Collaborative, and others.
- **Media and Public Opinion:** Raising Village Enterprise's visibility and brand awareness is key to raising funds and competitive positioning.
- **Private Sector Actors:** Village Enterprise works with multiple private sector actors to achieve our mission: technology companies, mobile telecommunications providers, agricultural private companies, etc.

How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the "Apply" button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy)-Organisation e.g., Pat-Jones-CV-0625-VillageEnterprise or Pat-Jones-CoverLetter-0625-VillageEnterprise.



Timeline

Closing Date: 8th August 2025

First Stage Interviews: August 2025

Final Interviews: September 2025

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of Village Enterprise's values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at pirungu@oxfordhr.com in the first instance.

About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

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